



Senate

General Assembly

File No. 520

February Session, 2008

Substitute Senate Bill No. 676

Senate, April 7, 2008

The Committee on Government Administration and Elections reported through SEN. SLOSSBERG of the 14th Dist., Chairperson of the Committee on the part of the Senate, that the substitute bill ought to pass.

AN ACT PROVIDING FAIRNESS IN SALARIES FOR STATE MANAGERS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) Not later than January 1,
2 2009, the Commissioner of Administrative Services shall report to the
3 joint standing committee of the General Assembly having cognizance
4 of matters relating to government administration on the need to
5 increase the starting salaries of all state managerial employees in the
6 same management classification in order to ensure that such salaries
7 are not less than eight per cent greater than the starting salary of any
8 nonmanagerial employee who is supervised by such managerial
9 employee. The commissioner shall also make any other
10 recommendations to remedy salary inequities between state
11 managerial and nonmanagerial employees.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>from passage</i>	New section
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GAE *Joint Favorable Subst.*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 09 \$
Department of Administrative Services	GF - Cost	50,000

Note: GF=General Fund

Municipal Impact: None

Explanation

The bill requires the Department of Administrative Services (DAS) to report to the Government Administration and Elections Committee on the need to increase the starting salaries of state managerial employees to ensure that their salaries are at least 8% greater than the starting salaries of any non-managerial employees they supervise.

Based on a similar study recently produced by DAS, it is anticipated that the agency would need to hire a consultant to produce a managerial pay compression study. It is estimated that this study would take several months to complete and cost \$50,000.

The Out Years

The costs identified above are one-time in nature.

OLR Bill Analysis**sSB 676*****AN ACT PROVIDING FAIRNESS IN SALARIES FOR STATE MANAGERS.*****SUMMARY:**

This bill requires the Department of Administrative Services (DAS) commissioner, by January 1, 2009, to report to the Government Administration and Elections Committee on the need to increase the starting salaries of state managerial employees in each management classification to ensure that their salaries are at least 8% greater than the starting salaries of any non-managerial employees they supervise. The bill requires the commissioner also to make any other recommendations to remedy salary inequities between state managers and those they supervise. Presumably, the report covers executive branch employees only since DAS does not maintain data on the legislative or executive branch.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Government Administration and Elections Committee

Joint Favorable Substitute

Yea 8 Nay 3 (03/19/2008)